

Gender equality in labour law with an emphasis on the activities of European Social Partners

Abstract

This thesis deals with the equality of women and men, in the context of the activities of European Social Partners. It describes crucial legislation connected with the equal treatment of women and men in labour relations on the international, European, and Czech levels. It gives details of relevant case law and presents and analyses European Social Partners activities aimed at achieving gender equality.

The introduction defines and classifies the basic terms equality and discrimination. This is followed with the presentation of the gender mainstreaming term and the difference between gender and sex is clarified.

The next chapter is focused on the equality of women and men, sexual harassment and gender-based harassment. It continues covering equal pay for equal work, access to employment and reconciliation of work, private and family life.

The thesis then proceeds with the description and analysis of relevant documents of the International Labour Organisation, the UN, the Council of Europe and the European Union. It contains also selected case law of ECJ/CJEU connected with the equality of women and men.

The paper then outlines the most important Czech legislation and relevant Czech case law.

The thesis also describes the different gender strategies on the levels of the Czech Republic, the Council of Europe and the European Union, which contain the gender equality priorities for next couple of years.

Finally, the thesis deals with Social Dialogue at the European level, its creation, evolution and legal basis established in the Treaty on the Functioning of the European Union. The paper also examines European Social Partners consultations. This chapter introduces the activities of European Social Partners aimed at achieving equality of men and women, particularly the activities of Social Partners in the area of reconciliation of work, private and family life, activities leading to decreasing the gender pay gap and combating workplace harassment.

Key words: Gender equality, Labour relations, European Social Partners